



ARKANSAS DEPARTMENT OF EDUCATION

TEACHER INDUCTION/MENTORING

Glossary

Alternative Routes to Licensure: (formerly known as Non-Traditional Routes)

- **APPEL: Arkansas Professional Pathway to Educator Licensure**

The teacher training program administered by the Arkansas Department of Education, whose participants hold a minimum of a baccalaureate degree and are allowed to teach in an Arkansas school via a Provisional License. APPEL novice teachers are mentored for 4 semesters.

- **MAT; MED; MTLL Programs**

Some colleges and universities offer alternate-route Master's degree programs for individuals who are interested in becoming teachers. The MAT, MED, MTLL route to educator licensure is administered through those Arkansas colleges/universities that have been approved by the Department of Education to offer programs at the MCH 4-8 or Secondary 7-12 level. MAT, MED, and MTLL novice teachers are mentored for a minimum of two (2) semesters and then for the duration of the program, not to exceed four (4) semesters.

Artifact - a documented piece of evidence chosen by the building- or district-level leader being evaluated, the evaluator, or both, that relates to the evaluation rubric

BloomBoard – an online platform used for data collection and management, which allows for prescribed personalized resources for support and professional growth

Certified Mentor: a person who holds a current Arkansas teaching or administrator's license, unless the person is employed where the law does not require a license or the legal requirement for a teaching license is waived in the charter of a public charter school; and is certified by the Department's Office of Educator Effectiveness as trained in the state-adopted mentoring model. Mentors are assigned by the School District Project Director to assist a novice teacher by providing focused feedback with regard to instructional skills, classroom management, and professional behaviors.

The following are the qualifications to be a certified Novice Teacher mentor:

* A current Arkansas Teacher License, unless the requirement for a teaching license is waived by law or in the charter of a public charter school or a private school



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*A minimum of three (3) years of classroom teaching experience as the Teacher of Record

* Has been trained in the Danielson *Framework for Teaching*

* Has been rated on most current performance review as a proficient teacher or the equivalent thereof

* Has been recommended by the school district or building level administrator

*Any exemptions from these requirements must be approved by the Office of Educator Effectiveness.

Induction - the mentoring, support and accelerated professional development associated with first employment as the teacher-of-record in an Arkansas public school, other Arkansas agency, or organization requiring an Arkansas Teaching license, except where waived by law.

Mentoring support is provided during the first one-to-three years in the classroom.

Novice Teacher – a teacher who has less than one (1) year of classroom teaching experience, not including student internship or substitute teaching. “Novice teacher” may include an individual with a provisional or standard license issued by the State Board who is employed as a teacher of record in a private school, if the private school participation is approved by the Department under these rules.

Mentoring - support and focused feedback provided to a novice teacher by an experienced, certified mentor with the goal of increased novice teacher retention, professional development, and enhancement of instructional skills and competency. Mentoring support is provided during the first two (2) semesters of employment for a novice teacher who has completed a traditional teacher preparation program, and up to four (4) semesters if the novice teacher is enrolled in an alternative route to licensure

Micro-credential – a way in which educators are provided an opportunity to be recognized for specific skills and competencies they learn throughout their careers

School District Project Director – a person designated by the school district superintendent to oversee the mentoring systems for beginning administrators and novice teachers; this includes but not limited to: financial oversight; monitoring of work being done by beginning administrators and novice teachers; submitting pairing form of novice teachers and beginning administrators with trained mentors; and submission of all required documentation



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Professional Growth Plan (PGP) – a plan of study, when completed, results in the acquisition and application of knowledge, skills, practices, and behaviors that improve professional practice of the person implementing the plan for the purpose of improving student achievement

Provisional License - a license issued by the state, which allows one to teach in Arkansas public schools for up to two years, by which time the provisional license must be converted to a Standard License by completing an alternative route licensure program. The Provisional License is issued only in areas and levels of licensure as approved by the State Board of Education. Provisional licenses are issued to the following:

- Teachers who were prepared out-of-state, but did not license there
 - A provisional license for an out-of-state teacher is issued for one year
- **Arkansas Professional Pathway to Educator Licensure (APPEL)**
 - A provisional license for APPEL novice teachers is issued for two years
- **Masters of Arts in Teaching (MAT)**
 - A provisional license for MAT novice teachers is issued for the duration of the time the novice teacher is in the MAT program
- **Professional Provisional Teaching License (PPTL)**
 - A provisional license for PPTL novice teachers is issued for three years

Standard Teaching License - a five-year renewable license, issued by the state, which allows one to teach in Arkansas public schools. The Standard License is issued to those who have completed the traditional route for teacher preparation, and also to:

- APPEL novice teachers who have successfully completed the state required mentoring induction
- MAT novice teachers who have successfully completed the MAT program
- PPTL novice teachers who have successfully completed the state required mentoring induction

Teacher-of-Record - an individual (or individuals in co-teaching assignments) who has been assigned the lead responsibility for a student's instruction in a subject/course with aligned performance measures.

Traditional Route to Licensure - The traditional route to educator licensure is through a program of study at one of the four-year college/universities that have been approved by the



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Arkansas Department of Education (ADE) to offer educator preparation programs. Novice teachers who have completed traditional route for teacher preparation are issued a standard license and are mentored for two (2) semesters.

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